

59. **Equality, Diversity and Human Rights Policy Review**

Heather Grover, Principal Policy Officer:

- a. presented the updated Equality, Diversity and Human Rights Policy to members for comment as detailed at Appendix A of her report, first adopted in September 2012, building on the Statement of Intent approved in April 2012
- b. reported that this latest version brought the policy in line with the council's strategic plan, Vision 2025, adopted in February 2020 and the current officer structure in the council
- c. highlighted that the aim of the policy was to define and promote the City of Lincoln Council's approach to equality, diversity and human rights, and to ensure there were defined guidelines for employees to follow
- d. stated that the City Council was committed to equality of opportunity for all regardless of race, gender, gender identity, religion, belief, sexual orientation, age, disability, pregnancy, maternity, marriage and civil partnership, and the organisation would also strive to uphold the human rights of all of its staff and service users in accordance with the Human Rights Act 1998
- e. reported that The Equality Act 2010 and the Equality Duty came into force in October 2010 and April 2011 respectively and in response to this legislation a new Equality and Diversity and Human Rights policy was adopted in September 2012
- f. added that the policy was last updated in 2017; this current review aligned the policy with the council's new strategic plan adopted in February 2020, Vision 2025, and also updated responsibilities in line with recent changes in the council
- g. highlighted that it was proposed that the policy should be next reviewed in October 2022; The Equality and Diversity Group (soon to be renamed Equality and Diversity Advisory Panel) had requested that the policy be monitored by officers and that any significant changes required before that time should be taken back to the group
- h. invited members' questions and comments.

RESOLVED that:

1. The proposed changes to the Equality, Diversity and Human Rights Policy be agreed and forward to Executive for approval.
2. The next review date of the Equality, Diversity and Human Rights Policy in October 2022 be agreed.